

THE DEMOGRAPHIC EXPLOSION: Building Relationships Amidst Shifting Power & Preferences



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Today's Objectives

Describe key demographic and technological disruptors expected for the global workforce by 2030

Identify key ways increasing diversity is changing power, privileges, and preferences in workplace relationships

Increase knowledge of your personal power, privilege and preference

Apply selected skills for building collaborative relationships and inclusive team performance

Introductions-- "The Diversity Egg"

 Name
 Role

 Name

 Name

Inside the EGG,
create a list of
things that
everyone at your
table has in
common.

 Name

 Name

 Name
Underneath each
name, list one or two
things that are
unique to that
person

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Introductions-- "The Diversity Egg"

 Name

 Name

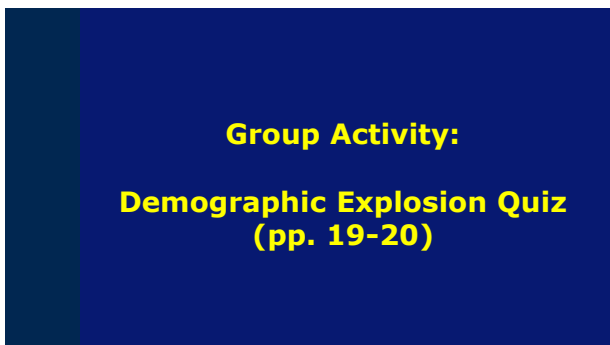
 Name

 Name

 Name

 Name

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GLOBAL WORKFORCE CRISIS

		Labor shortage/surplus in 2020	Labor shortage/surplus in 2030
EUROPE	FRANCE	6%	-1%
	GERMANY	-4%	-23%
	ITALY	8%	-4%
	SPAIN	17%	-3%
	UK	6%	-1%
AMERICAS	RUSSIA	-5%	-24%
	BRAZIL	-7%	-33%
	CANADA	3%	-11%
	MEXICO	6%	-6%
	USA	10%	4%
ASIA-PACIFIC	CHINA	7%	-3%
	INDIA	6%	1%
	INDONESIA	5%	0%
	JAPAN	3%	-2%
	SOUTH KOREA	-6%	-26%

SKILLS NEEDED IN THE FUTURE WORKPLACE

- and the drivers of change -



NEW TECHNOLOGY

86%

CEOs say technology advances will transform
their business over the next
5 Years



The Internet of Everything:

Networked Connections of People, Process, Data, Things





Key Terminology

Disruption	Preferences
Prejudice	Power
Privilege	Collaborative Leadership/ Relationships

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Traditional Leaders	Collaborative Leaders
Believe Power comes from their Position of Authority	Believe Power is greatest in a Collective Team
Maintain/protect ownership of information	Only share information and knowledge
Sometimes listen to suggestions and ideas from others	Encourage suggestions and ideas from their team members
Adhere to specific roles and responsibilities	Allow roles and responsibilities to evolve and flex
Fight fires and focus on symptoms	Seek to uncover the root causes of issues
Unilateral action	Guide and coordinate process

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Collaborative Leadership Model



"The Power of Collaborative Leadership: Lessons for the Learning Organization" by Iveta Wilson, Bert Freedman, and John W. Weyer (www.learningorganization.com)

Key Elements of Building Collaborative Relationships



Benefits of Collaborative Relationships in the Workplace

- Build a bridge of trust
- Encourage the adoption of a shared purpose
- Foster diversity and an inclusive environment
- Accept and encourage initiative
- Share information, not hoard it
- Create transparency in decision-making
- Understand that conflict can be constructive

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Pulling it all Together

Group Activity—Building Relationships Amidst Power, Privilege, Preferences

- At your tables, read the case you are assigned and identify key issues. Determine who will play the roles identified. Designate one or two people as observers to provide feedback.
- Before you start, quickly review the Key Elements of Building Collaborative Relationships and the Benefits. Try to implement these elements into your discussion.
- Conduct a live discussion among the people involved. As part of your discussion using collaborative relationship behaviors, identify the solutions you would implement to resolve the situation.
- Identify someone to complete the worksheet provided.
- Be prepared to share with the larger group.

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Group Debrief

- What were some of your assumptions or views about the case?
- How did power, preference, and privilege show up in the discussions?
- How did you practice the key elements of collaborative relationship building?
- How might this scenario be a disruptor to your organization?

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Reflection and Action Planning

What will you do differently in response to the demographic and technology explosion?

What steps will you take to minimize the impact of power, preferences, and privilege in the workplace?

What skills and behaviors will you apply from the collaborative relationship model to better prepare you to navigate across differences?

See full worksheet on p. 22

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Thank You for Your Participation

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